

Missouri Department of Elementary and Secondary Education
Goal 1: Objectives, Strategies, and Actions

GOAL 1: All Missouri students will graduate college and career ready.

OBJECTIVE 1: The percentage of students: A. Scoring at or above proficient level on National Assessment of Educational Progress (NAEP) will increase by 1 percentage point at each test administration. B. Scoring at or above proficient level on state assessments will increase each year to exceed 75% of students in all subgroups by 2020. C. Scoring at or above the mean of the top 10 states on college and career ready assessments (e.g. ACT, SAT, COMPASS, ASVAB, TSA) will increase annually.		
STRATEGY 1: Provide districts and schools access to curriculum resources necessary to ensure high quality instruction aligned to state, national and international standards.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1: Develop rigorous model curricula based on state standards that include the following components: course descriptions, unit outlines, measurable objectives, assessments (formative, interim benchmark and summative) and scoring guides, a variety of evidence-based instructional strategies, and instructional timelines. ACTION 2: Design professional development to support implementation of the rigorous model curricula.		
STRATEGY 2: Promote quality teaching, leading, and learning by supporting a continuous improvement process and disseminating effective instructional practices.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1: Establish and apply appropriate measures of accountability to guide timely intervention strategies and improvement efforts based on best practices. ACTION 2: Identify, disseminate and support research-based models to guide school and district improvement. ACTION 3: Identify, disseminate and promote best practices. ACTION 4: Provide access to user-friendly data tools to make informed decisions.		
OBJECTIVE 2: By 2020, all students will qualify for entrance into post secondary education/training.		
STRATEGY 1: Align policies and support with the demands of college and careers.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1: Develop incentives for districts to maintain a Personal Plan of Study for students in grades 7-12. ACTION 2: Promote the early identification of at-risk students and the use of effective intervention strategies. ACTION 3: Provide extended learning opportunities aligned with state standards to support positive academic and behavioral student outcomes. ACTION 4: Track meaningful indicators of college and career readiness in longitudinal data systems. ACTION 5: Identify Missouri future employment, skills and preparation needs and align policies to meet these needs		

Missouri Department of Elementary and Secondary Education
Goal 2: Objectives, Strategies, and Actions

GOAL 2: All Missouri children will enter kindergarten prepared to be successful in school.

OBJECTIVE 1: A. The percentage of young children (birth to kindergarten entry) who receive developmental and health screenings will increase by 2% annually. B. The number of parent education visits to families with young children will increase by 2% annually. C. The number of parent education visits to high needs families of young children will increase by 2% annually.		
STRATEGY 1: Make information available to families and community stakeholders about developmental and health screenings for young children.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1 Gather information from health departments, Head Start agencies, public schools, First Steps offices, etc. to determine types, locations and number of developmental and health screenings. ACTION 2: Implement a coordinated campaign to inform families and community stakeholders of the importance of developmental and health screenings.		
STRATEGY 2: Disseminate information to school boards, administrators and teachers to help them maximize educational and support services to all families of young children, especially high needs families.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1: Work with parenting and family support groups to develop and distribute materials related to the importance of parenting education to school boards, administrators and teachers. ACTION 2: Develop implementation and financial strategies to increase the number of family supports provided to young families, especially high-needs families.		
OBJECTIVE 2: The percentage of early childhood programs for Missouri's infants, toddlers and preschoolers that meet established quality standards will increase by 2% annually.		
STRATEGY 1: Inform all stakeholders about the necessity of high quality early learning programs.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1 Develop a list of early learning programs in Missouri. ACTION 2: Distribute research-based information to schools and community leaders related to the importance of high quality early learning programs.		
STRATEGY 2: Develop and disseminate to all early learning programs/professionals the early learning standards that define quality programs and services and models using multiple funding sources to support early learning services.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1: Provide professional development on Early Learning Program Standards. ACTION 2: Provide professional development on Missouri's Early Learning Standards. ACTION 3: Develop and utilize a statewide early childhood assessment system to evaluate program and teacher quality and child performance. ACTION 4: Develop and disseminate models of funding strategies for districts and community-based programs that support integrated early learning programs.		
STRATEGY 3: Provide a list of high quality early learning programs to families and community stakeholders.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1 Define the criteria and process for identifying quality programs based on the program standards. ACTION 2: Distribute the program standards and the process by which they will be reviewed to all early childhood programs in Missouri.		

Missouri Department of Elementary and Secondary Education
Goal 3: Objectives, Strategies, and Actions

GOAL 3: Missouri will prepare, develop, and support effective educators.

OBJECTIVE 1: By 2020, all candidates completing preparation programs will be highly effective as defined by a uniform set of performance data points.

STRATEGY 1: Develop and implement a process for approving educator preparation programs based on current research and student achievement.	Office & Person(s) Responsible	Timeline for Completion
<p>ACTION 1: Revise the Missouri Standards for Teacher Education Programs (MoSTEP) accreditation process to include a connection between educator and student growth and achievement.</p> <p>ACTION 2: Align educator preparation programs with the Missouri Educator Standards.</p> <p>ACTION 3: Anchor the approval process for preparation institutions on the educator candidates' ability to demonstrate mastery of the Missouri Educator Standards.</p> <p>ACTION 4: Revise the preparation approval process to include rigorous candidate selection criteria.</p> <p>ACTION 5: Revise the preparation approval process to address areas of critical shortage.</p> <p>ACTION 6: Create systems to measure educator preparation programs annually.</p>		

OBJECTIVE 2: By 2020, all educators will meet the definition of highly effective.

STRATEGY 1: Review and revise all licensure policies and procedures.	Office & Person(s) Responsible	Timeline for Completion
<p>ACTION 1: Research the licensure practices of the top ten states.</p> <p>ACTION 2: Align licensure policies and practices to the educator standards.</p>		
STRATEGY 2: Provide districts access to educator evaluation resources aligned to the Missouri Educator Standards.	Office & Person(s) Responsible	Timeline for Completion
<p>ACTION 1: Develop and share Missouri Educator Standards that describe effective practice based on a professional continuum.</p> <p>ACTION 2: Provide a model evaluation system that includes evidence of effective educator practices and improved student growth and achievement.</p>		

Missouri Department of Elementary and Secondary Education
Goal 4: Objectives, Strategies, and Actions

GOAL 4: The Missouri Department of Elementary and Secondary Education will improve departmental efficiency and operational effectiveness.

OBJECTIVE 1: Annually 90% of plan related activities entered into a project management system will meet or exceed their process and progress measures.

STRATEGY 1: Use a project management system to ensure a high degree of implementation of the State Reform Plan.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1: Develop, maintain and implement written protocols of procedures and operational processes. ACTION 2: Gather appropriate data to monitor implementation of the Reform Plan. ACTION 3: Provide staff development and support for effective implementation.		

OBJECTIVE 2: By 2020, 100% of Missouri's school districts will use the Missouri Comprehensive Data System to inform major decisions and improve efficiency.

STRATEGY 1: Provide school districts with an efficient and comprehensive data management, planning system to help improve decision-making and implementation.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1: Launch the Missouri Comprehensive Data System (MCDS) Portal. ACTION 2: Develop web-based training modules for internal/external users of the MCDS portal. ACTION 3: Integrate the Reform Plan's indicators into the MCDS Portal.		

OBJECTIVE 3: By 2020, 70% of responding targeted audiences will report being adequately informed about the implementation of the Plan.

STRATEGY 1: Provide an effective communications process that supports the mission and goals of the Department.	Office & Person(s) Responsible	Timeline for Completion
ACTION 1: Identify, inform, and engage target audiences for selected strategies and action steps and develop processes and partnerships. ACTION 2: Explore and consistently use effective communication technologies to share information related to the implementation of the mission and goals of the Department. ACTION 3: Provide policies/procedures and staff development to ensure effective and consistent communication methods and customer support. ACTION 4: Develop processes to determine the percent of targeted audiences who are effectively informed of the Department's progress in implementing the Plan.		